



TAG

Immobilien AG

EPRA sBPR Report 2022/2023

06/28/2024

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Introduction

We report on our energy, greenhouse gas (GHG) emissions, water and waste impacts as well as on social and governance indicators in accordance with the 3rd edition of the EPRA Sustainability Best Practice Recommendations (EPRA sBPR). We plan to report in accordance with the 4th edition of the EPRA sBPR for the next reporting period. Our reporting response has been split into two sections:

- 1. Overarching recommendations**
- 2. Sustainability Best Practice Performance Measures**

1. Overarching recommendations

1.1. Organisational boundaries

We use an operational control approach for our organisational boundary. Unless indicated otherwise, the key figures relate to the financial year in question and the entire Group excluding the Polish companies Vantage Development S.A. and ROBYG S.A. These subsidiaries are not included due to ongoing data alignment processes. A special aspect is the commercial heating supply in the Group's own portfolio by Energie Wohnen Service GmbH (EWS), a 100% subsidiary of TAG. As of 31 December 2023, EWS supplied around 49% of our German portfolio with heating energy and hot water (around 48% as of 31 December 2022). The energy that EWS supplies to the TAG portfolio is recorded in the energy footprint consumption figures and is considered in all the key figures derived.

1.2. Coverage

Please see our EPRA performance tables for individual coverage of each performance measure. We report the consumption data for energy, water and waste for the years 2022 and 2021 based on real consumption. Therefore we report on our consumption data for 2023 based on real consumption in the following year. All other TAG's key indicators and information are based on the reporting year 2023, unless otherwise stated.

1.3. Estimation of landlord-obtained utility consumption

The energy consumption from landlord obtained district heating and energy consumption from landlord obtained fuels for 2022 and 2021 of the main portfolio (91%) is mainly based on real consumption data. For properties without consumption data, the figures are supplemented by extrapolations, e.g. based on the EPCs (energy performance certificates), construction dates of buildings and energy sources. Electricity and water data represent real consumption based on bills. Waste data are derived from the number and volume of set up bins and from the emptying cycle. For the office locations, the consumption was extrapolated using the available actual data of the owner-occupied units in the portfolio.

1.4. Third Party Assurance

We do not have third party assurance yet.

1.5. Boundaries – reporting on landlord and tenant consumption

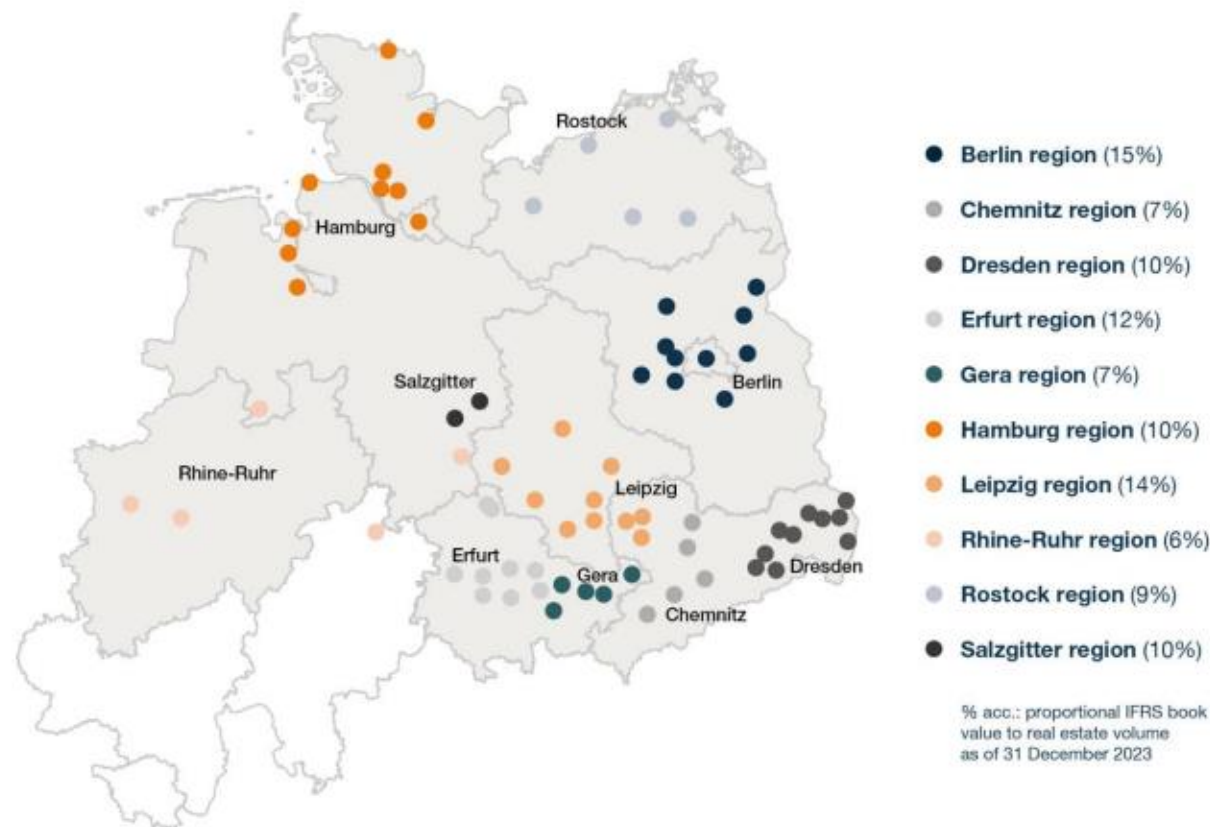
We only report on landlord-obtained utilities consumption which include consumption in tenants' areas. 100% of consumption of natural gas and heating oil (fuel), district heating as well as water is recharged to tenants based on sub-metered usage. As explained in section 1.3 the majority of the reported values reflects real consumption. Consumption is therefore not only dependent on the building's energy requirements, but also on the individual behavior of tenants which is not within our direct control. Tenant-obtained data (i.e. from bills which the tenant receives directly such as individual contracts for electricity) is excluded.

1.6. Analysis – Normalisation

Intensity indicators are calculated using floor area (sqm) for the whole buildings. We are aware of the mismatch between nominator and denominator, as our consumption for electricity relates to common areas only, whereas we receive district heating, natural gas and heating oil (fuel) and water bills for the entire building and cannot separate common area from tenant area consumption. For our own offices we report intensity performance measures using floor area (sqm) as a denominator, too.

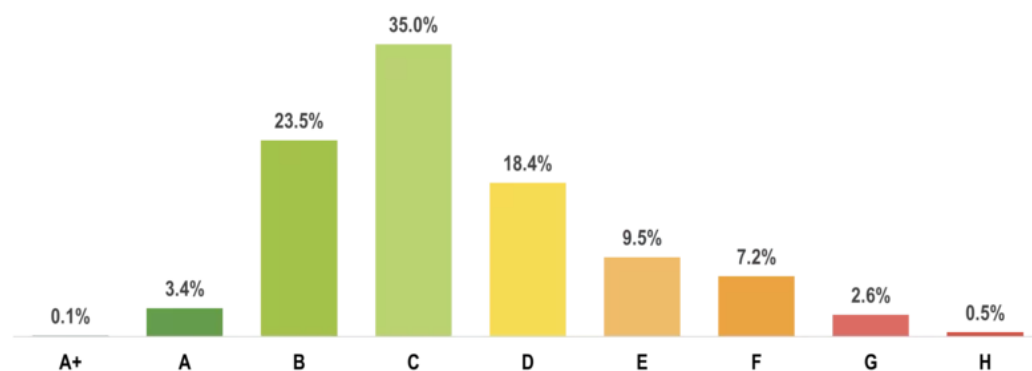
1.7. Analysis – Segmental analysis (by property type, geography)

With 97.2% of the units the majority of TAG’s portfolio is located in Germany. Thereof around 84% of our residential multi-family homes are in the northern and eastern parts of the country, distributed as follows:



At the end of the 2023 financial year, our German property portfolio has been composed of 98.7% (83,567) residential units and 1.3% (1,115) commercial units (2022: 98.6% / 85,721 residential units and 1.4% / 1,193 commercial units). The largest share of the commercial units is represented by so-called “commercial units with residential attributes” which do not significantly differ from regular residential units in terms of floor space or consumption data. In this regard, segmental analysis is not applicable.

We have carried out a segmental analysis of EPCs in relation to the energy certificate grade by level attained (see the graph below which shows the proportion of units by energy efficiency class for our German portfolio at the end of 2023):



The average final energy consumption is based on the current EPCs of properties in relation to the number of apartments. Attribution to energy efficiency classes of properties is therefore only an approximation in accordance with the Energy Saving Ordinance (EnEV, German regulation describing minimum requirements regarding energy use of new and renovated buildings). Adjusted for listed units, for which no energy performance certificate is required (cultural heritage) and non-residential buildings (in total approx. 10% of the total portfolio) and properties sold in 2023, the data comprises 100% of our total portfolio. On the basis of the evaluation of the EPCs at the end of the reporting year, the energy efficiency of around 62% of our flats currently have an energy rating in energy efficiency class C (below 100 kWh/sqm) or better. The average value of our stock is at 109.8 kWh/sqm per year and has thus slightly increased compared to the previous year continued (2022: 109.1 kWh/sqm per year, 2021: 111.1 kWh/sqm per year).

1.8. Disclosure on own offices

Our own occupied offices are reported separately to our portfolio. Coverage is reported in relation to the total floor area of our offices. Please see 2.2 EPRA own office table p. 11 ff.

1.9. Narrative on performance

Please refer to p. 9 ff. for our portfolio, p. 13 ff. for our own occupied offices and p. 16 ff. for social and governance indicators for more details on consumption and/or performance trends.

1.10. Location of EPRA Best Practice Performance Measures in companies' reports

EPRA Best Practice Performance Measures for our portfolio, own offices, social and governance indicators can be found in section 2.1 EPRA portfolio table (p. 7 ff.), section 2.2 EPRA own office table (p. 11 ff.) and 2.3 EPRA social and governance table (p. 14 ff.) of this report.

2. Sustainability best practice performance measures (EPRA tables)

2.1. EPRA environmental performance measures (portfolio)

Indicator	EPRA Code	Unit of measure	Absolute		Like-for-like (Lfl)		
			2022	2021	2022	2021	% change
Electricity consumption for landlord controlled areas	Elec-Abs, Elec-Lfl	kWh	9,087,252	8,795,138	8,833,857	8,396,392	5.2
Proportion of electricity consumption from renewable sources		%	0.3	0.3	0.3	0.3	0.0 pp
Coverage of total units		%	90.3	91.4	87.9	87.3	0.7 pp
Energy consumption from landlord obtained district heating and cooling for common and sub-metered tenant areas	DH&C-Abs, DH&C-Lfl	kWh	311,862,748	328,268,012	302,239,747	310,647,643	-2.7
Proportion of district heating and cooling from renewable sources		%	2.0	1.4	1.4	1.4	0.0 pp
Coverage of total units		%	90.3	91.4	87.9	87.3	0.7 pp
Energy consumption from landlord obtained fuels for common and sub-metered tenant areas	Fuels-Abs, Fuels-Lfl	kWh	289,560,540	315,779,675	286,622,387	306,720,645	-6.6
Proportion of fuels from renewable sources		%	No energy consumption from renewable sources				
Coverage of total units		%	90.3	91.4	87.9	87.3	0.7 pp
Building energy intensity	Energy-Int	kWh/sqm	136.7	143.7	137.1	144.3	-5.0
Direct Scope 1 GHG emissions (total)	GHG-Dir-Abs, GHG-Dir-Lfl	t CO ₂ e	58,997	64,305	58,389	62,460	-6.5
Coverage of total units		%	90.3	91.4	87.9	87.3	0.7 pp
Total Scope 2 indirect GHG emissions (location based)	GHG-Indir-Abs, GHG-Indir-Lfl	t CO ₂ e	35,815	38,043	34,573	36,068	-4.1
Total Scope 2 indirect GHG emissions (market based)		t CO ₂ e	36,392	36,305	35,381	34,237	3.3
Coverage of units		%	90.3	91.4	87.9	87.3	0.7 pp
Building GHG emissions intensity (location based)	GHG-Int	kg CO ₂ e/sqm	29.4	30.5	29.4	30.6	-3.8
Building GHG emissions intensity (market based)			29.4	30.5	29.4	30.6	-3.8

Indicator	EPRA Code	Unit of measure	Absolute		Like-for-like (LfL)			
			2022	2021	2022	2021	% change	
Total water consumption	Water-Abs,	cbm	3,277,817	2,708,506	1,975,410	1,926,802	2.5	
Coverage of units	Water-LfL	%	61.3	56.7	40.7	41.1	-0.5 pp	
Building water consumption intensity	Water-Int	cbm/sqm	1.02	0.91	0.96	0.95	1.6	
Total amount of waste created	Waste-Abs,	cbm	296,115	73,533	76,016	73,533	3.4	
Coverage of units	Waste-LfL	%	83.4	32.9	33.2	32.9	0.3 pp	
Reuse with energy recovery		%	49.5	59.8	58.5	59.8	-1.3 pp	
Recycling		%	46.5	38.6	39.9	38.6	1.4 pp	
Composting		%	4.0	1.6	1.5	1.6	-0.1 pp	
Type and number of assets certified	Cert-Tot	%	See therefore 1.7					

Notes:

- Coverage for each indicator and year has been defined as the proportion of the total portfolio (without owner-occupied offices in the portfolio) consisting of:
2022: approx. 78,500 residential and commercial units
2021: approx. 80,000 residential and commercial units
- The Like-for-Like scope covers around 76,400 units of the total portfolio in Germany (residential and commercial units) for heating energy and electricity consumption. It takes into account portfolio changes.
- Heating energy is provided by either district heating or fuel (natural gas, domestic fuel oil, to a very small extend electricity). In total, heating energy consumption coverage in absolute terms in 2022 and 2021 amounts to 90.3% / 91.4% and in LfL terms to 87.9% / 87.3% of our total portfolio.
- Electricity consumption refers to the proportionate electricity consumption of general electricity respectively for the generation of heating energy in our portfolio. The calculation led to a slight correction of the previous year's figure.
- The heating energy consumption figures (DH&C-Abs, DH&C-LfL, Fuels-Abs, Fuels-LfL) are based on real consumption data, for properties without consumption data supplemented by extrapolations, e.g. via EPCs. The breakdown is based on the energy source for heating energy. Electricity and water data represent real consumption based on bills. Waste data are derived from the number and volume of set up bins and from the emptying cycle.
- The share of renewable sources (electricity) has been calculated as a proportion of the absolute and Like-for-Like consumption data. For district heating the renewable share refers to the suppliers' reported share of the district heating mix.
- GHG emissions represent direct (Scope 1) and indirect (Scope 2) energy climate emissions based on the portfolio's energy consumption. The Scope 1 value and the location-based Scope 2 value were calculated using the emission factors of the German Environment Agency (Umweltbundesamt). In addition, the emission factors of the Federal Office of Economics and Export Control (BAFA) were used for the electricity mix and district heating, and individual calculation factors were determined. The market-based Scope 2 value is also presented. For Scope 2 calculation both location-based and

market-based method is used (market-based preferred if available). Green electricity is sourced for around 0.3% of the letting portfolio (photovoltaics). The share of emissions based on the green electricity factor (0 g CO₂e/kWh) is displayed in the table under Elec-Abs and Elec-LfL. The market-based emissions of district heating were determined based on the emission factors of the respective energy supplier (if available). The emissions in Scope 1 and 2 are listed here with the GHG emissions caused by production and transport of heating energy, as well as the transmission and distribution (T&D) losses.

- Energy-Int; GHG-Int: The energy and climate emissions intensity per sqm of floor area is based on the buildings' energy consumption. The absolute value for 2022 relates to 4,466,159 sqm; 2021 it relates to 4,544,483 sqm for total floor area. The Like-for-Like value relates to 4,358,868 sqm / 4,336,987 sqm floor area (adjusted for vacant space).
- GHG-Int: The climate emissions intensity per sqm of floor area is based on the sum of Scope 1 and Scope 2 emissions.
- Water data (Water-Abs, Water-LfL) for 2022 and 2021 relates to 61.3% / 56.7% of TAG's portfolio (owner-occupied offices in the portfolio are calculated out of the total) sourced from the municipal supplier and is taken from our main water meters. Absolute water data (Water-Abs) covers around 56,500 units (2022) and around 52,500 units (2021). Like-for-Like water data (Water-LfL) covers around 35,900 units in the period 2021-2022. These records both the individual tenants' consumption levels, which account for the majority of the total consumption, and general water consumption in the communal areas as well as for sprinkler systems. There are no sub-meters for the individual spaces in parts of our portfolio. It is therefore currently not possible to provide separate data for water consumption in the communal areas, which account for only a very small proportion – less than 1% – of the total area.
- Waste-Abs, Waste-LfL: The total amount of waste comprised the household waste caused by tenants, waste quantities from own administrative locations in our portfolio are included. The data for household waste is based on 72,500 units for 2022 and 28,800 units for 2021. The conversion of the volume into weight was carried out based on the statistic conversion factors (Source: Umrechnungsfaktoren für die Abfallstatistiken, Stand: 2018 (statistik-bw.de)). The like-for-like consideration in the period 2021-2022 refers to around 28,800 units. The consumption volumes for 2023 are published in our Sustainability Report 2023 (p. 113). They now comprise around 73,100 units.
- Cert-Tot: The weighted average of the final energy consumption is based on the properties' current EPCs. The allocation according to the current category of energy efficiency of properties is therefore based solely on the classification in accordance with the Energy Saving Ordinance (EnEV) resp. the German Building Energy Act (GEG). Not included are properties for which no energy certificate is required (such as listed buildings) as well as non-residential buildings (in total approx. 10% of the total portfolio) and properties sold in 2023. See therefore 1.7 for the percentage of energy performance by level attained.
- For computational reasons, rounding differences to the mathematically exact values may occur in tables and references.

Narrative on performance:

- Elec-Abs and -LfL: The increase of the absolute and LfL value in 2022 is within the range of yearly variations of electricity consumption patterns. The values also depend on the individual consumption patterns of our tenants.

- DH&C-Abs and -LfL: The slight decrease of both values (absolute and LfL scope) is mainly due to the modernisation of heating systems. This allows us to increase energy efficiency and save primary energy. The values also depend on the individual heating consumption patterns of our tenants. Yearly variations can be explained by changing consumption patterns.
- Fuels-Abs and LfL: The reduction of the absolute and LfL value in 2022 is within the range of yearly variations of individual fuel consumption patterns by our tenants. Saving primary energy through plant modernisation and more efficient plant control also contributes to reducing energy consumption.
- Energy-Int: Consistent figures (absolute and LfL scope). The values reflect the slight reduction of energy consumption due to efficiency improvements as well as individual savings by our tenants.
- GHG-Dir-Abs and -LfL: The reduction is mainly due to the modernization of the heating system, switching from oil to natural gas or district heating. Both energy sources have a lower climate impact compared to heating oil.
- GHG-Indir-Abs and -LfL: The slight decrease in sum (location-based and market-based) is mainly due to the modernization of the heating system and the resulting efficiency gains (please see Sustainability Report 2023 p. 64 ff.).
- GHG-Int: The slight reduction of the figures (absolute and LfL scope) is also due to efficiency improvements and the switch to lower-emission fuels..
- Water-Abs and Water-LfL: The value includes tenant area consumption as well and is therefore depending on individual tenant patterns within the assets as well as on individual consumption behavior. The increase of absolute data is due to the increase of coverage by around 4,000 units. .
- Waste-Abs, Waste-LfL: TAG is not responsible for the amount and type of waste produced by the tenants (please see Sustainability Report 2023 p. 59). However, we try to reduce the amount of residual waste and increase the amount of recyclable materials through professional waste management, i.e. through consistent waste separation, systematic re-sorting of waste, recyclable material containers and appropriate counselling. The increase of the absolute value is mainly due to the expansion of the recorded portfolio by 43,700 units. The slight increase of data for Waste-LfL (2021-2022) corresponds to the general increase in waste volumes in Germany. The volume of packaging and paper waste in Germany has risen significantly in recent years (source: umweltbundesamt.de | Verpackungsabfälle – (Federal Environment Agency | packaging waste)).
- Cert-Tot: In terms of energy consumption, approximately 62% of our units already perform with EPC C or better with consumption of less than 100 kWh/sqm annually (A+ to C). The average consumption of our holdings stands at 109.8 kWh/sqm per year in 2023, thus slightly increased compared to the previous year (2022: 109.1 kWh/sqm per year, 2021: 111.1 kWh/sqm per year). See therefore 1.7 for the percentage of energy performance by level attained.

2.2. EPRA environmental performance measures (own office)

Indicator	EPRA Code	Unit of measure	Absolute		Like-for-like (Lfl)		
			2022	2021	2022	2021	% change
Electricity consumption	Elec-Abs,	kWh	2,132,686	1,982,313	2,117,660	1,972,107	7.4
Proportion of electricity consumption from renewable sources	Elec-Lfl		46.9	30.3	47.2	30.4	16.8 pp
Coverage of floor area		%	95.4	97.2	76.7	82.5	-5.8 pp
Energy heating and cooling	DH&C-Abs,	kWh	2,494,677	2,945,148	2,337,000	2,573,558	-9.2
Proportion of district heating and cooling from renewable sources	DH&C-Lfl	%	n.a.	n.a.	n.a.	n.a.	n.a.
Coverage of floor area		%	95.4	97.2	76.7	82.5	-5.8 pp
Energy consumption from fuels	Fuels-Abs,	kWh	1,511,625	1,254,246	822,820	846,887	-2.8
Proportion of fuels from renewable sources	Fuels-Lfl	%	n.a.	n.a.	n.a.	n.a.	n.a.
Coverage of floor area		%	95.4	97.2	76.7	82.5	-5.8 pp
Building energy intensity	Energy-Int	kWh/sqm	112.0	123.7	108.8	116.7	-6.7
Direct Scope 1 GHG emissions (total)	GHG-Dir-Abs,	t CO₂e	307	256	168	173	-3.1
Coverage of floor area	GHG-Dir-Lfl	%	95.4	97.2	76.7	82.5	-5.8 pp
Total Scope 2 indirect GHG emissions (location based)	GHG-Indir-Abs,	CO₂e	182	223	163	178	-8.6
Total Scope 2 indirect GHG emissions (market based)	GHG-Indir-Lfl	CO₂e	420	456	404	415	-2.6
Coverage of floor area		%	95.4	97.2	76.7	82.5	-5.8 pp
Building GHG emissions intensity (location based)	GHG-Int	kg CO₂e/sqm	24.8	27.3	24.9	26.1	-4.6
Building GHG emissions intensity (market based)			24.8	27.3	24.9	26.1	-4.6

Indicator	EPRA Code	Unit of measure	Absolute		Like-for-like (Lfl)		
			2022	2021	2022	2021	% change
Total water consumption	Water-Abs,	cbm	12,637	11,376	8,983	8,572	4.8
Coverage of floor area	Water-Lfl	%	65.2	70.6	55.3	59.4	-4.2 pp
Building water consumption intensity	Water-Int	cbm/sqm	0.51	0.47	0.43	0.41	4.8
Weight of waste by disposal route (total)	Waste-Abs,	tonnes	25	36	not applicable		
Recycling	Waste-Lfl	tonnes	25	36			
Type and number of assets certified	Cert-Tot	% of portfolio	not applicable				

Notes:

- For the administrative locations (a total of 280 offices with approx. 36,300 sqm in 2022 resp. 300 offices with approx. 34,400 sqm in 2021), both owned and rented offices were covered. These are both larger subsidiaries and smaller tenant and caretaker offices. The electricity and heating consumption values for the administrative locations have been adjusted to reflect weather conditions.
- Heating energy is provided by either district heating or fuel (natural gas, domestic fuel oil or pellets). In total, heating energy consumption coverage in absolute terms in the period 2021-2022 amounts to 100% for our own offices.
- The heating energy consumption figures (DH&C-Abs, DH&C-Lfl, Fuels-Abs, Fuels-Lfl) were adjusted to reflect weather conditions using the climate factors of Germany's National Meteorological Service (DWD). The vehicle fleet fuel consumption is not included (please see Sustainability Report 2023 p. 111).
- GHG emissions represent direct (Scope 1) and indirect (Scope 2) energy climate emissions of our own offices. The Scope 1 value and the location-based Scope 2 value were calculated using the emission factors of the German Environment Agency (Umweltbundesamt). In addition, the emission factors of the Federal Office of Economics and Export Control (BAFA) were used for the electricity mix and district heating, and individual calculation factors were determined. The market-based Scope 2 value is also presented. For Scope 2 calculation both location-based and market-based method is used (market-based preferred if available). In 2022, certified green electricity has been sourced for almost 50% of our own offices (2021: approx. 30%). The new calculation led to a correction of the previous year's figure.
- GHG-Int: The climate emissions intensity per sqm of floor area is calculated as sum of Scope 1 and the Scope 2 emissions.
- Water-Abs and Water-LFL: The water consumption of our own office space in the portfolio cannot be recorded separately in parts of the portfolio due to shared water meters with other non-office units. The consumption data of these units as well as the rented units were extrapolated based on the available actual data of the owner-occupied units in the portfolio. The values were adjusted for anomalies from 2022 onwards. Absolute water data (Water-Abs) covers around 24,797 sqm / 65.2% (2022) and 24,280 sqm / 70.6% (2021) of own offices. Like-for-Like water data (Water-Lfl) covers around 21,039 sqm in the period 2021-2022.
- Waste-Abs and Waste-LFL: We do not have reliable information on the whole waste amount in our own offices. For business operations in Germany, only the quantity of paper at large office locations that is returned to the paper cycle via external service providers is currently evaluated. Other waste quantities from own administrative locations are included in the waste quantities for the portfolio (see therefore 2.1).

- Cert-Tot: We do not have reliable information for our own offices. There are energy certificates for our real estate portfolio. These include owner-occupied units, but not rented units (see therefore 1.7).
- For computational reasons, rounding differences to the mathematically exact values may occur in tables and references.

Narrative on performance:

- Elec-Abs and -Lfl: The increase of electricity consumption in 2022 is within the range of yearly variations of electricity consumption patterns.
- DH&C- Abs and -Lfl: The decrease (absolute and in the Lfl area) is mainly due to efficiency increases. The values also depend on individual heating consumption behavior and can therefore vary slightly.
- Fuels-Abs and -Lfl: The changes (absolute and in the Lfl area) are within the range of yearly variations of consumption patterns. The values also depend on individual heating consumption behavior and can therefore vary slightly.
- Energy-Int: The values reflect the slight reduction of energy consumption due to efficiency improvements as well as individual savings by our employees.
- GHG-Dir-Abs and -Lfl: The slight change of emissions in 2022 reflect the consumption patterns as explained above.
- GHG-Indir- Abs and -Lfl; GHG-Int: The reduction of emissions in 2022 reflects the decreased energy consumption as explained above.
- Water-Abs and Water-Lfl: The increase of absolute data is mainly due to the increase of coverage, but also due to the adjustment for outliers in 2022.
- Waste-Abs, Waste-Lfl: The slight decrease is corresponding with the slight decrease of own offices. At our business locations, we focus in particular on waste separation, paper savings and the return of waste paper to the recycling loop. The data reflect different effects, as we try to save paper but also aim to increase the amount of recycled paper by waste separation.
- Cert-Tot: Not applicable (see therefore notes above and 1.7).

2.3. EPRA social and governance performance measures (portfolio and corporate)

Indicator		EPRA Code	Unit of measure	2023	2022	Scope
Employee diversity	Diversity of Management Board	Diversity-Emp	% female	50.0	50.0	Corporate Operations
			% male	50.0	50.0	
	Diversity of Management		% female	44.6	38.1	
			% male	55.4	61.9	
	Diversity of all employees		% female	48.4	48.0	
			% male	51.6	52.0	
	Gender-Pay-Ratio of Management Board	Diversity-Pay	% female/male	100.0	100.0	
Gender-Pay-Ratio of Management	% female/male		89.7	85.2		
Gender-Pay-Ratio of remaining workforce	% female/male		104.9	103.4		
Employee training and development	Average hours of training per employee	Emp-Training	hours per year	8	8	
	Employees with performance appraisals	Emp-Dev	% of total workforce	90.0	90.0	
	New employee hires	Emp-Turnover	number	243	228	
			number	18.7	17.8	
	Employee turnover (leavers)		number	229	234	
rate (%)			17.6	18.3		
Health and safety	Injury frequency rate	H&S-Emp	rate (%)	0.003	0.002	Portfolio
	Lost days		number	n.a.	738	
	Absenteeism rate		rate (%)	8.8	10.8	
	Fatalities		number	-	-	
	Assets undergoing health and safety assessments	H&S-Asset	rate (%)	100.0	100.0	
	Total number of incidents of non-compliance from health and safety assessments	H&S-Comp	number	-	-	
Communitites	Assets with community engagement activities	Comty-Eng	rate (%)	43.0	43.0	

Indicator		EPRA Code	Unit of measure	2023	2022	Scope
Governance	Total number of executive members (management board)	Gov-Board	number	2	2	Corporate Operations
	Total number of independent members (supervisory board)		number	6	6	
	Average tenure on the governance body		years	2.9	6.8	
	Total number with competencies relating to environmental and social topics		number	6	6	
	Process for nominating and electing the highest governance body	Gov-Select	narrative	Sustainability Report 2023, p. 37-38; bylaws on corporate website	Sustainability Report 2022, p. 36; bylaws on corporate website	
	Process for managing conflicts of interest	Gov-Col	narrative	Sustainability Report 2023, p. 37-38; bylaws on corporate website	Sustainability Report 2022, p. 36; bylaws on corporate website	

Notes:

- Diversity-Emp: The values for the management refer to the 1st and 2nd management level below the Management Board (1st management level: heads of real estate management (LIMs) and department heads, 2nd management level: team leaders).
- H&S-Emp: Injury frequency rate: Workplace accidents in relation to total working hours of all employees (2023: 2,150,960 hours, 2022: 2,113,240 hours; extrapolation based on the average working time of full-time and part-time employees).
- H&S-Emp: Instead of the lost day rate per hours worked, the lost day rate is reported as an absolute number based on the following definition: Period (days) in which work was not possible due to employees not being able to perform their usual duties because of a workplace accident. For 2023 these were not recorded separately due to a change in data transmission by the health insurance funds. They are included in the absence rate.
- H&S-Emp: Absenteeism rate: Lost days based on calculation of actual absenteeism (as a percentage) of the total number of working days (2023 and 2022: 230 planned working days) designated for the employees over the same period.
- Comty-Eng: We do not conduct community engagement activities on a unit-by-unit basis. At all our locations, neighbourly cooperation in our residential buildings is important to us. Our local community involvement is aimed at making our neighbourhoods even more liveable, and we continued this locally and regionally in 2023 as well. We closely link our social responsibility efforts to our core business and focus on tenant campaigns and support for children and families, e.g. by offering a wide range of events and counselling at our meeting centres. An important role is played by our charitable TAG Miteinander Foundation and our 'Aktiv-Treffs' (Activity Lounges) in our larger regions. Our Activity Lounges are accessible to up to 43% (2022: 43%) of our tenant households based on the numerous locations in our larger regions. For further information on our approach and measures see our Sustainability Report 2023, p. 84 (Liveable neighbourhoods), p. 87 (Holistic neighbourhood development), p. 114 (Key Figures).

Narrative on performance:

- Diversity-Emp: We commit to diversity and oppose any form of discrimination in all aspects of employment. This is anchored in our Anti-Discrimination Policy. The diversity practised at TAG was also positively highlighted by our employees in the 2022 survey. Further information on the gender composition of the Supervisory Board is given on our Company website ([Corporate governance declaration of TAG Immobilien AG and the Group for 2023 pursuant to Section 289f and Section 315d HGB | TAG Immobilien AG \(tag-ag.com\)](#)).
- Diversity-Pay: Salaries are independent of gender and are influenced solely by the requirements profile for the position, professional experience, and existing additional qualifications.
- Emp-Turnover: Employee turnover declined slightly year-on-year in 2023, from 18.3% in 2022 to 17.6% in 2023 (thereof employee redundancies: from 9.1% in 2022 to 7.2% in 2023). We reckon that the fact that the turnover rate continues high is mainly due to a generally increased willingness among professionals, especially younger ones, to change jobs.
- Emp-Training: Our goal is to motivate our employees, identify special skills and talents, and develop individual support measures based on this. We strive for every staff member to participate in at least eight hours of upskilling per year in order to further develop their professional and methodological competence.
More information on our management approach and additional indicators are provided in our Sustainability Report 2023 (p. 96 ff.).
- H&S-Emp: The rates confirm the effect of our occupational health and safety management approach. More information is provided in our Sustainability Report 2023 (p. 102 ff.).
- H&S-Asset; H&S-Comp: In 2023 we kept our performance standard by carrying out a complete health & safety assessment of our portfolio with no reported incidents.
- Gov-Board; Gov-Select; Gov-Col: No changes in the selection process of the Supervisory Board or the rules to disclose conflicts of interest.

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